



Supporting occupational health
and wellbeing professionals

SOM Occupational Health Awards 2021

Showcasing occupational health – demonstrating the
value of occupational health to organisations and the
wider community



Welcome to the SOM Occupational Health Awards 2021

Launched in 2019, the SOM Occupational Health Awards are a celebration of the superb work that occupational health professionals undertake every day.

The Awards showcase occupational health – demonstrating the value of occupational health to organisations and the wider community.

This year, we were once again overwhelmed by the number and quality of submissions. It was a pleasure to read through the entries and discover the innovative and important work that is being done at both an individual and organisational level.

When judging the Awards, we looked at innovative leadership e.g. influencing Boards for real health and business benefit; collaborative work – delivering and influencing as part of a multidisciplinary team; driving best practice and overcoming barriers beyond the traditional occupational health service model, and innovation e.g. on risk management and contribution to prevention.

This year we are proud to introduce two new categories: Outstanding Contribution to Diversity and Inclusion and Outstanding Contribution to the Development of OH Globally.

We are very pleased that SOM Patron, Dame Carol Black is joining us for the Awards ceremony.

Huge congratulations to the very deserving winners and thank you to everyone who took the time to enter this year.

A big thank you also to our generous sponsors: Greys Specialist Recruitment, Health Management Limited, Lloyd & Whyte and PAM Group.

Professor Kaveh Asanati
SOM Occupational Health Awards 2021 head judge

Outstanding Occupational Health Initiative

Award winner: March on Stress



About March on Stress

March on Stress is a psychological health consultancy. Their work is based on the core belief that anyone in psychological distress, whether because of exposure to potential trauma or the consequence of other (more day-to-day) occupational stressors, deserves access to the right evidence-based support and care in their workplace. March on Stress helps organisations who share this belief to build resilience by safeguarding the psychological wellbeing of personnel through the prevention, detection, and treatment of occupational and operational stress. They deliver evidence-based clinical services - mental health assessment, care management, and treatment - to a variety of clients. Their small, flexible, and ever enthusiastic team - made up of academic and operational occupational mental health experts; clinicians; business professionals and support staff - works with organisations - both public and private sector - across the UK and further afield.

March on Stress – Outstanding Occupational Health Initiative winner

Vetlife Health Support (VHS), is a mental health initiative run by the March on Stress Clinical Team, commissioned by the veterinary charity Vetlife. VHS provides a remotely-accessed mental health assessment and care-coordination service which aims to improve the mental health of the veterinary community and their access to evidence-based care. Operating since 2017, the VHS Team has continued to adapt its support to the veterinary community during the COVID-19 pandemic.

All service-users accessing VHS receive a formal mental health assessment and care plan; VHS supports service-users in accessing appropriate NHS or other care, liaises with GPs ensuring continuity of care and provides short term supportive psychotherapy, such as guided self-help, as appropriate. VHS helps to 'bridge the gap' between the community's needs and the barriers preventing veterinarians from readily accessing NHS mental health care. VHS also advocates for service users to NHS services to highlight the strain the veterinary clinicians are under and their increased risk.

REACTMH@90 is a 'bitesize' mental health workshop for supervisors of frontline workers, teaching them how to have a 'psychologically informed conversation' with staff, identify those struggling and support them directly, or refer them for professional help. Since March 2020, around 320 90 minute sessions have been delivered to more than 2,500 people, including more than 1,500 NHS staff through a centrally-funded NHSEI project. More than 120 REACTMH90 'Train the Trainer' sessions were

delivered to allow organisations (including well over 200 NHS Trusts) to independently deliver REACTMH90 across their organisations as required.

The evidence-based sessions aim to provide supervisors with a small dose of ‘active listening’ training to help them feel confident to start a meaningful conversation with staff who are either unaware they have a mental health problem or are reticent to speak about such difficulties.

March on Stress evaluated the REACTMH90 sessions and published the results in *Occupational Medicine*. The evaluation showed a significant positive shift in participants’ confidence to hold a wellbeing conversation post-training and that REACTMH90 skills had been rapidly put into practice to support the wellbeing of frontline staff working under immense pressure.

Outstanding Occupational Health Practitioner: sponsored by Health Management Limited



About Health Management Limited

Health Management Limited helps organisations promote and maintain the physical, mental and social wellbeing of their employees. It employs an expert team of Occupational Health Physicians who work with clients to reduce staff turnover and manage employee absence by ensuring employees are healthy for work and healthy in work. Health Management Limited also delivers Primary Care services and offers digital wellbeing platforms, programmes and strategies to ensure better health is at the heart of every business.

Award winner: Dr Nurlan Baimenshin



About Dr Nurlan Baimenshin

Dr Baimenshin is an occupational health manager with 18 years' experience in healthcare. He has a master's degree in Public Health and received training in occupational medicine in the UK. Dr Baimenshin leads an Occupational Health Team at the North Caspian Operating Consortium in Kazakhstan. Dr Baimenshin has three children and in his free time he likes to travel with his family, enjoys reading, and playing on Kazakh musical instruments.

Dr Nurlan Baimenshin – Outstanding Occupational Health Practitioner winner

Innovative leadership: Nurlan undertook strong leadership measures that resulted in an industry-leading and comprehensive response to the COVID-19 pandemic at one of the most complex Oil & Gas projects in the world – “Kashagan” and which was recognised by Kazakhstan’s professional society “Petrocouncil”.
Collaborative work: Nurlan has demonstrated excellent capabilities of bringing together different players with a tireless commitment to protecting the health of workers in extreme and unpredictable conditions.

Driving best practice and overcoming barriers beyond the traditional OH model: Setting up temporary hospitals and ICUs from scratch to manage COVID-19 within a short period of time, and implementation of vaccination through effective health promotion interventions where 80+% of workers got fully vaccinated in a vaccine-hesitant country are great examples of Nurlan’s ability to overcome challenges.
Innovation - risk management and contribution to prevention: Nurlan’s ability to apply occupational medicine principles in practice in emergency conditions resulted in the successful health risk assessment and management of 8,000 national and international workers in a region with a poor healthcare system.

Highly commended: Dr Clare Fernandes



About Dr Clare Fernandes

Dr Fernandes is the Chief Medical Officer at the BBC. Since joining the BBC, her role has revolved around providing medical input into policies and practices around BBC buildings during the COVID-19 pandemic, providing return to work advice for colleagues, from drivers in Nepal to TV celebrities, general health promotion and COVID-19 health advice, and (virtually) taken her to teams in Afghanistan and Kyrgyzstan, Nairobi and South Africa. She has worked with shows such as Strictly Come Dancing and EastEnders to keep them going during the pandemic. Clare is the author of 'Questions and Answers for the Diploma in Occupational Medicine' and is the co-founder of The Occupational Health Academy, which runs revision courses to aid those sitting the Diploma in Occupational Medicine. Outside of work, Clare is a keen scuba diver and loves to travel, particularly to experience new cultures and new food and textiles.

Dr Clare Fernandes – Outstanding Occupational Health Practitioner highly commended

Clare is a strong advocate for occupational medicine, flying the flag for up-and-coming female and ethnic minority leaders within the speciality. She received a distinction in her MSc in Occupational Medicine with the prize for best dissertation from Manchester University. As Chief Medical Officer of the BBC, Clare looks after the health of 22,000 employees worldwide. Clare has helped design COVID testing regimes approved by the Government to allow programmes to remain on air, when the UK has needed escapism from the pandemic. Clare is dedicated to working with the SOM, creating the CESR representative post and volunteering for various SOM initiatives. She remains committed to bringing doctors into occupational medicine, writing a Q&A book and running a revision course for the Diploma exam. She volunteers with World Extreme Medicine and the Healthcare Leadership Academy; lectures on several GPVTS schemes to promote careers and knowledge of occupational medicine; and volunteers with the Elevate Mentorship Scheme encouraging diversity in applicants for medical school. Clare demonstrates academic prowess, clinical acumen and dedication to promoting careers and diversity in occupational medicine.

Highly commended: Dr James Quigley



About Dr James Quigley

Dr James Quigley qualified from Norwich Medical School in 2013 and undertook his foundation years in central Manchester. He initially undertook the first couple of years of run through Obstetrics & Gynaecology specialist training before deciding to change career to occupational health. He is now Chief Medical Officer at Healthwork.

Dr James Quigley – Outstanding Occupational Health Practitioner highly commended

Dr James Quigley has worked tirelessly during the pandemic to ensure that Healthwork have kept up to date with current guidelines. He has also played a pivotal part in setting up a Long COVID Clinic service for Healthwork's customers, with a bespoke rehab plan in place. This has proved to be popular with the Healthwork client base and numbers are steadily increasing. James has led the clinical oversight of the Healthwork mass testing provision over the last 12 months. He has done so in a calm, methodical and proactive manner that has helped Healthwork deliver a service that exceeded their expectations. Healthwork were able to deploy, at great speed, a facility that met all the requirements of the Clinical SOP but also gave comfort to their staff, students and the wider community that they were doing the maximum to control the virus on site. Throughout the subsequent months, Healthwork have been able to count on James for wise counsel and support during the ever-changing demands brought on by the pandemic. Working with James has been a pleasure and a source of great support for all at Healthwork during this time.

Outstanding Contribution by an Employer to Workplace Health and Wellbeing: sponsored by Greys Specialist Recruitment



About Greys Specialist Recruitment

Greys Specialist Recruitment is a specialist Occupational Health Consultancy. They provide clients and candidates with bespoke recruitment solutions to meet their needs. Greys Specialist Recruitment recruit Occupational Health Physicians, Technicians, Nurses, Advisors, Managers, Physiotherapists, and Senior Appointments throughout the UK on a permanent, contract, temp, sessional and ad-hoc basis. Their team has over 70 years' experience in recruiting occupational health professionals.

Award winner: National Express



About National Express

The National Express UK Bus business is part of the wider National Express Group and has a diverse workforce of over 7,000 employees. Many of their employees work remotely either driving the buses or maintaining the vehicles and typically work a variety of long hours across a 24/7 shift pattern. Introduced in 2014, the National Express Health Bus is an old single decker that has been renovated into a mobile clinic, offering free healthcare consultations to all employees. In November 2021, the health bus welcomed its 10,000th visitor and shows no sign of slowing down!

National Express – Outstanding Contribution by an Employer to Workplace Health and Wellbeing winner

The National Express Health Bus is a dedicated mobile health facility that has been created as a direct result of employee survey feedback. This unique and innovative facility has already been visited by National Express employees over 8,000 times and is unique within the transport sector. Following each visit, employees are given a personal report sheet that lists all the areas discussed, highlighting any areas of concern. This enables employees to go on and manage any further discussions with their local GP or optician. Employees who are referred to their GP or optician are offered support by their local manager and are always allowed time off for any follow-up visits. The service's biggest success is making people healthier whilst saving lives. Whilst National Express were initially concerned that employees wouldn't want to reveal medical issues, they have found that many are so pleased with their results that they have chosen to share their story - not only with the business but also via newsletters for colleagues. An example of one of those stories is a Birmingham bus driver who, on an unscheduled health bus visit, was advised that his blood pressure and sugar levels were dangerously high. His GP confirmed the Health Bus was a life-changing experience that will let him live longer. He is receiving treatment and is safely back on the road driving again.

Highly commended: Anglian Water



About Anglian Water

Anglian Water supplies drinking water to 4.3 million customers across the East of England and collects and treats used water from over 6 million people. They operate within the largest geographical region of England and Wales. Anglian Water's ethos is 'Love Every Drop'. Every drop of water is precious, and Anglian Water believe it's everyone's responsibility to look after it. They are constantly discovering new ways to keep ahead of a changing world, by planning for the future, and exploring new ideas to meet their customers' individual needs.

Anglian Water – Outstanding Contribution by an Employer to Workplace Health and Wellbeing highly commended

During the pandemic, Anglian Water were aware that some routine health screening was not taking place. Having a workforce which is predominately male and over 45, it was decided to complete a 'Know your numbers' campaign with the addition of a Cardiac Pathway, knowing that: Cardiovascular disease remains the largest burden of morbidity and mortality in the UK for males over 45; NHS screening had been missed due to pandemic; Cardiovascular disease is third highest spend via Anglian Water's Private Health Care. Anglian Water's in-house Occupational Health Advisors completed glucose, cholesterol, blood pressure and BMI monitoring. Those

employees with a BMI <28 with one metabolic syndrome (Hypertension, DMII, Gout etc.) were entered into a cardiovascular pathway. This involved sending an ECG to employee's homes to wear for 7 days which allowed for monitoring e.g. remote heart rhythm/AF screening (undiagnosed one of the biggest causes of stroke). This was primarily aimed at operational staff who often struggle to access services. This is the first time Anglian Water has run a campaign like this and it is hoped that it will form part of a larger study being completed by Ali Khavandi who is the lead Cardiologist at Alliance Surgical. 80 employees will be eligible to complete this pilot before assessing the outcomes.

**Outstanding Occupational Health Team:
sponsored by
Lloyd & Whyte Limited**



About Lloyd & Whyte

Lloyd & Whyte help SOM members take control of their health and finances. From health & wellbeing to financial planning such as preparing for retirement. And, as they're independent, all advice is based entirely on your best interests and achieving your future aspirations. What matters to you, matters to Lloyd & Whyte.

Award winner: Occupational Health & Wellbeing Department, King's College Hospital



About King's College Hospital Occupational Health & Wellbeing Department

The Occupational Health & Wellbeing service at King's College Hospital Trust is a multidisciplinary SEQOHS accredited team. The team delivers excellent core occupational health services, a valuable pandemic response, training professionals for the future and supporting multiple quality projects.

Occupational Health & Wellbeing Department, King's College Hospital – Outstanding Occupational Health Team winner

The King's team deliver Long COVID vocational rehabilitation services, utilising digital enablers, group and individual vocational rehabilitation, with positive works outcomes; co-chair NHS E&I Regional Vocational Rehabilitation/Support Task/Finish Group Long COVID, and develop training, guidance and resources for staff (areas of Long COVID) - distributing nationally and contributing to e-lfh.org.uk module content. They provide high level professional training, student occupational health placements and delivery of annual staff health Quality Improvement Programs, and have developed a Pan London Shielded RTW framework Poster & Lifestyle rehabilitation handbook.

The team provide pro-active analysis and provision of bespoke MSK, mental health and lifestyle interventions in individual departments such as dental and HIV and Trust wide educational events. They enhance education and health promotion to the needs of strained and ageing staff e.g. training for Breast Screening (responding to national crisis) and Complete Health Reversal Programme grants submissions. They provide a flexible service delivery in response to patient need via video, telephone, face to face appointments and digital enablers, and customised mental health support pathways in South East London for healthcare workers (HCWs), including in-house REMPLOY services, supporting work abilities of staff with mental health issues. They have produced studies and posters covering: Vitamin D, pre-rehabilitation, Dermol usage, Antibody testing for shielded HCWs, Long COVID, Impact of redeployment among doctors, PPE masks and hearing impairment. The KCH OH service is positively received by Trust executive and patients alike, with excellent patient feedback.

Highly commended: Staying Well at Work



About Staying Well at Work

Staying Well at Work (SWAW) is led by Rhondda Cynon Taf County Borough Council (RCT) and part funded by the European Social Fund through the Welsh Government. Staying Well at Work was specifically designed to meet the needs of micro, small and medium sized enterprises (MSMEs) in RCT and individuals in work locally who may benefit from the planned interventions. As a multi-disciplinary collaborative team covering both business and people support, counselling and therapeutic support, physiotherapy and occupational health advice, SWAW seek to make a difference to those individuals and businesses they work with, putting health and wellbeing at the heart of everything they do.

Staying Well at Work – Outstanding Occupational Health Team highly commended

The Staying Well at Work project (SWAW) provides free support to SMEs and their employees by focussing on a bespoke range of services to improve employee health and wellbeing and businesses to manage employees with disabilities/work limiting health conditions - essentially those individuals that face workplace barriers (social, economic or health reasons). It offers SMEs the opportunity to provide equitable 'in work' support, paying particular attention to the wellbeing needs of individuals. The psychological and physical wellbeing of the area was identified as an area of high risk because of the impact of Storm Dennis, high COVID related death rates and from increasing delays in accessing both primary and secondary care. SWAW set up a telephone helpline during lockdown and have worked collaboratively with Living Life to the Full and St Oswald's Hospice to develop community-based workshops around mental health and wellbeing, bereavement and education and exercise programmes for chronic joint pain. They rapidly adapted delivery models to include telephone, Attend Anywhere, and Rehab My Patient whilst maintaining face to face appointments in COVID secure environments. They responded with compassion and dedication, rising to the challenge of maintaining and developing services in a community setting, addressing the fears and concerns of the community, ensuring excellent care and support in an on-going time of need, whilst providing the same level of care and support to each other.

Outstanding Contribution to Diversity and Inclusion: sponsored by PAM Group



About PAM Group

People Asset Management (PAM) Occupational Health Solutions was founded in 2004 and now operates as part of PAM Group - A Preventative Healthcare Provider, which incorporates PAM Wellbeing, ToHealth and PAM Health. PAM Group is one of the largest occupational health, absence management, rehabilitation, EAP and wellbeing providers in the UK with over 650 staff, offering a range of integrated programmes to public and private sector clients, supporting more than 1,000,000 employees at 1,000+ businesses and organisations. Entrepreneurial and innovative, PAM provides the highest levels of service to its diverse portfolio of clients every day.

Award winner: Southport and Ormskirk NHS Trust



About Southport and Ormskirk Hospital NHS Trust

Southport and Ormskirk Hospital NHS Trust provides healthcare in hospital and the community to 258,000 people across Southport, Formby and West Lancashire. Acute care is provided at Southport and Formby District General Hospital and Ormskirk District General Hospital. This includes adults' and children's accident and emergency services, intensive care and a range of medical and surgical specialities. Women's and children's services, including maternity, are provided at Ormskirk hospital. The

North West Regional Spinal Injuries Centre at Southport hospital provides specialist care for spinal patients from across the North West, North Wales and the Isle of Man.

Southport and Ormskirk Hospital NHS Trust – Outstanding Contribution to Diversity and Inclusion winner

The Occupational Health & Wellbeing (OH&WB) team commenced the COVID-19 vaccination programme in January 2021, supported by a multidisciplinary team. Aware of a vaccine hesitancy from Black, Asian and Minority Ethnic (BAME) communities, they wanted to ensure that BAME colleagues had priority access to the vaccine. Every BAME member of staff received a personal invitation. As part of the personal invitation, they were provided with a link to access the vaccination booking system, enabling them to book a convenient appointment time.

In March 2021, the OH&WB team wanted to establish the impact of sending personal invitations and worked with the 'Business Intelligence' team to establish how many BAME colleagues had been vaccinated. Their data showed 17% (36) of BAME staff hadn't yet received their vaccination. To ensure that this group of staff felt supported, had access to the vaccination hub but more importantly had made an informed choice not to have the vaccination, the team telephoned all staff and offered an appointment to attend the vaccination hub at their own convenience. If they didn't want an appointment, they were offered an appointment to speak to a clinician to discuss their concerns. This proactive approach increased the uptake from 77% to 93%.

Outstanding Contribution to the Development of OH Globally

Award winner: Dr Shawaludin Husin



About Dr Shawaludin Husin

Dr Husin has a medical degree from Universiti Sains Malaysia and a master's degree in Community Health Science (Occupational Health) from Universiti Kebangsaan Malaysia. He has a Postgraduate Certificate in Civil Aviation Medicine (ICAO), Certificate on Hyperbaric and Underwater Medicine (IMCA), is a registered Occupational Health Doctor (DOSH) and an approved Medical Examiner (AME) by Oil

and Gas UK. He has vast experience in the Occupational Health and Safety field in Malaysia and at the international level (Asia-Pacific Occupational Safety and Health Organization) and leads its Occupational Health & Wellbeing Committee for Asia Pacific Region. He is also a member of ICOH and currently holds the position of President of the Malaysian Society of Occupational Safety and Health (MSOSH). He also holds the position of Occupational Health Advisor for various industries including Hengyuan Refining Company.

Dr Shawaludin Husin – Outstanding Contribution to the Development of OH Globally winner

Dr Shawaludin Husin is President of the leading and oldest Malaysia NGO related to occupational safety and health, and Chairman of MyFOSH, a coalition of Malaysian OSH NGOs that fight for issues related to occupational health, hygiene, workplace safety, and wellbeing. He is consistent in his efforts to bring together experts in occupational safety and engineering safety with experts of occupational health such as hygienists, ergonomists, occupational health doctors, and others.

Dr Husin highlights the elements of OH blended with OSH intervention by actively promoting it to organisations so that this approach can be adapted and harmonized in the company's OSH Management System. For example, through programmes such as the MSOSH Award, social security, government ministry, and hybrid training.

At Asia Pacific level, he has set-up a special sub-committee through the new wing in MSOSH for Occupational Health and Wellbeing for APOSHO, comprising 29 NGOs in Asia Pacific including NGOs from Japan, Korea, China, Australia, Mauritius, Pakistan, India, etc. He will be leading the MSOSH delegation that will host the upcoming APOSHO annual conference in 2023. He often holds telecommunication sessions with other NGOs, such as from Singapore, Thailand, Australia, South Korea, Greece, and others to exchange views on current OSH issues.

Dr Husin adopts a media-friendly approach (mainstream and social) through television, radio stations, and Facebook. He has worked closely with authority bodies in conveying messages related to occupational health, hygiene, and life balance, especially throughout the global COVID-19 pandemic.

Thank you to everyone who submitted an entry – SOM is proud of all of you

